

State of California
County of San Mateo

} ss.

Before me this 21st day of June 2001 personally appeared
Melissa K. Carpenter personally known to me (or proved to me on the basis of satisfactory evidence)
to be the person whose name is subscribed to the foregoing instrument and acknowledged to me that he/she executed the
same in his/her authorized capacity, and that by his/her signature on the instrument the person executed the instrument.



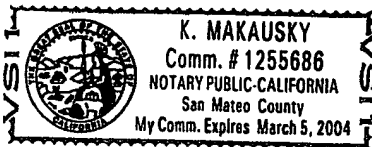
Notary Stamp/Seal

K. Makasky
Notary Public

State of California
County of San Mateo

} ss.

Before me this 21st day of June 2001 personally appeared
R. Scott Thies personally known to me (or proved to me on the basis of satisfactory evidence)
to be the person whose name is subscribed to the foregoing instrument and acknowledged to me that he/she executed the
same in his/her authorized capacity, and that by his/her signature on the instrument the person executed the instrument.



Notary Stamp/Seal

K. Makasky
Notary Public

State of California

} ss.

County of San Mateo

On June 21, 2001, before me, the undersigned, a notary public for the state, personally appeared J. Michael Schiff, personally known to me, who is personally known to me to be the person whose name is subscribed to the within instrument, as a witness thereto, who, being by me duly sworn, deposed and said that he was present and saw Walter D. Funk, the same person described in and whose name is subscribed to the within and annexed instrument in his authorized capacity as a party thereto, execute the same, and that said affiant subscribed his name to the within instrument as a witness at the request of Walter D. Funk.

WITNESS my hand and official seal.



Notary Stamp/Seal

K. Makusky
Notary Public